

Minutes of the Personnel Committee

Tuesday, January 19, 2010

Chair Schellinger called the meeting to order at 1:00 p.m.

Present: Supervisors Tom Schellinger (Chair), Dave Falstad, Pete Gundrum, Steve Wimmer, Jim Heinrich, and Ted Rolfs. **Absent:** Paul Decker.

Also Present: Chief of Staff Mark Mader, Legislative Policy Advisor Dave Krahn, Legislative Policy Advisor Sarah Spaeth, Administration Director Norm Cummings, Labor Relations Manager Jim Richter, and County Clerk Kathy Nickolaus. Recorded by Mary Pedersen, County Board Office.

Approve Minutes of 12-8-09

MOTION: Wimmer moved, second by Heinrich to approve the minutes of December 8. Motion carried 6-0.

Schedule Next Meeting Dates

February 2 and 16.

Ordinance 164-O-067: Approve 2010 Salary And Benefit Modifications For Non-Represented Employees

MOTION: Heinrich moved, second by Falstad to remove Ordinance 164-O-067 from the table. Motion carried 6-0.

This ordinance was tabled at the December 8 meeting when some committee members inquired as to what other counties were doing concerning salary increases, benefits changes, etc.

MOTION: Heinrich moved, second by Wimmer to approve Ordinance 164-O-067.

This ordinance includes a 1.5% across-the-board salary increase for Group I and a 1% across-the-board salary increase for Group II which depends on the salary range/position, effective 1/2/10. The ordinance also proposes that Group III, primarily the highest paid positions and totals about 80 employees, will not receive salary increases in 2010. It modifies the in-network prescription drug co-pay plan from \$10/\$15/\$25/\$100 to \$10/\$25/\$40/\$100 and the out-of-network annual deductible from \$200 to \$450 for single coverage and \$600 to \$1,350 for family coverage. The total estimated fiscal impact of this ordinance is \$275,790. Sufficient funds to cover the costs associated with these changes are included in the 2010 adopted budget.

Richter distributed copies of "Summary of 2010 Non-Represented Salary Increases for Counties" and referred to "Survey of 2010 Non-Represented Salary Increases," previously distributed.

Cummings said given the proposed changes to the health plan, they felt the salary proposals were reasonable. In addition, we are one of a few counties in the state that requires new, non-represented employees to pay something towards their pension. Cummings asked the committee to amend the

ordinance so it reads that the health plan changes would take effect March 1, 2010 instead of January 1, 2010. He said we should still see significant savings.

Gundrum did not feel Group III should be excluded from receiving a salary increase. Wimmer said he supported 1% salary increases for Group I but not 1.5%. Wimmer, Heinrich, and Gundrum were interested in knowing what the cost would be if each of the three groups received 1%. Cummings said they had not done that calculation. Heinrich estimated it would be about \$304,000. Schellinger said he supported 0% for all three groups and no changes to the health plan. Wimmer and Falstad proposed 1%, 1%, and 0% for Groups I, II, and III respectively, with the proposed health plan changes.

MOTION: Wimmer moved, second by Gundrum to amend Section I to read 1% instead of 1.5% and line 35 to read March 1, 2010 instead of January 1, 2010. Motion carried 4-2. Heinrich and Schellinger voted no.

Heinrich indicated he supported the ordinance as written and said those salary increases were still less than most of the other counties included in the handouts.

MOTION: Rolfs moved, second by Falstad to approve Ordinance 164-O-067 as amended. Motion carried 5-1. Schellinger voted no.

Respectfully submitted,

Ted Rolfs
Secretary